

RESOLUTION NO. 2024-048

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANTA ANA TO EFFECT CERTAIN CHANGES TO THE CITY'S CLASSIFICATION AND COMPENSATION PLAN

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SANTA ANA AS FOLLOWS:

Section 1. The City Council of the City of Santa Ana hereby finds, determines, and declares as follows:

A. Section 1004 of the City Charter requires the City Manager to prepare, install, and maintain a position classification and pay plan subject to civil service rules and regulations and the approval of the City Council.

B. It is the City's practice to assign job titles that reflect the duties and responsibilities of classifications and are consistent with other classifications within the City's organizational structure, as well as comparable job titles in the labor market, while maintaining internal pay equity relationships and attracting and retaining qualified candidates.

C. The City Council regularly amends the City's classification and compensation plan for all full-time and part-time classifications of officers and employees of the City.

D. It is now desired to amend the City's classification and compensation plan as listed herein.

Section 2. The Santa Ana City Council hereby amends the City's classification and compensation plan as follows:

A. Create the following classifications:

| UNIT    | TITLE                  | STEPS | MIN     | MAX     |
|---------|------------------------|-------|---------|---------|
| SEIU FT | Site Director          | 7     | \$5,438 | \$7,287 |
| SEIU FT | Site Teacher           | 7     | \$4,696 | \$6,295 |
| SEIU FT | Tax Compliance Officer | 7     | \$5,683 | \$7,613 |

| UNIT    | TITLE                                  | STEPS | MIN     | MAX     |
|---------|--|-------|---------|---------|
| SEIU FT | Teacher's Aide                         | 7     | \$3,678 | \$4,931 |
| SEIU PT | Lifeguard (Part-Time)                  | 5     | \$18.99 | \$23.13 |
| SEIU PT | Parking Meter Technician I (Part-Time) | 5     | \$27.50 | \$33.43 |
| SEIU PT | Permit Services Technician (Part-Time) | 5     | \$38.31 | \$46.57 |
| SEIU PT | Pool Manager (Part-Time)               | 5     | \$23.37 | \$28.41 |
| SEIU PT | Senior Lifeguard (Part-Time)           | 5     | \$21.20 | \$25.77 |
| SEIU PT | Substitute Teacher (Part-Time)         | 5     | \$29.88 | \$36.32 |

B. Delete the following classifications:

| UNIT    | TITLE                    | STEPS | MIN     | MAX      |
|---------|--------------------------|-------|---------|----------|
| SEIU FT | DNA Coordinator          | 7     | \$4,718 | \$6,326  |
| SEIU FT | Police Fiscal Officer    | 7     | \$7,613 | \$10,211 |
| SEIU PT | Special Events Leader I  | 5     | \$17.02 | \$20.69  |
| SEIU PT | Special Events Leader II | 5     | \$20.77 | \$25.25  |

C. Change the compensation of the following classifications:

**FROM**

|   | <b>UNIT</b> | <b>TITLE</b>                        | <b>STEPS</b> | <b>MIN</b> | <b>MAX</b> |
|---|-------------|-------------------------------------|--------------|------------|------------|
| 1 | SEIU FT     | Construction Inspector              | 7            | \$6,326    | \$8,476    |
| 2 | SEIU FT     | Senior Construction Inspector       | 7            | \$7,180    | \$9,625    |
| 3 | SEIU PT     | Senior Special Employment Counselor | 5            | \$17.22    | \$20.93    |

**TO**

|   | <b>UNIT</b> | <b>TITLE</b>                        | <b>STEPS</b> | <b>MIN</b> | <b>MAX</b> |
|---|-------------|-------------------------------------|--------------|------------|------------|
| 1 | SEIU FT     | Construction Inspector              | 7            | \$6,974    | \$9,345    |
| 2 | SEIU FT     | Senior Construction Inspector       | 7            | \$7,688    | \$10,313   |
| 3 | SEIU PT     | Senior Special Employment Counselor | 5            | \$22.39    | \$27.22    |

D. Change the title of the following classifications:

**FROM**

|   | <b>UNIT</b> | <b>TITLE</b>          | <b>STEPS</b> | <b>MIN</b> | <b>MAX</b> |
|---|-------------|-----------------------|--------------|------------|------------|
| 1 | SEIU FT     | Recreation Leader     | 7            | \$3,503    | \$4,696    |
| 2 | SEIU PT     | Clerk Typist          | 5            | \$22.27    | \$27.07    |
| 3 | SEIU PT     | Community Center Aide | 5            | \$22.26    | \$27.06    |
| 4 | SEIU PT     | Program Coordinator   | 5            | \$20.19    | \$24.54    |
| 5 | SEIU PT     | Program Leader        | 5            | \$16.61    | \$20.19    |

**TO**

|   | <b>UNIT</b> | <b>TITLE</b>                           | <b>STEPS</b> | <b>MIN</b> | <b>MAX</b> |
|---|-------------|--|--------------|------------|------------|
| 1 | SEIU FT     | Recreation Specialist                  | 7            | \$3,503    | \$4,696    |
| 2 | SEIU PT     | Senior Office Assistant<br>(Part-Time) | 5            | \$22.27    | \$27.07    |
| 3 | SEIU PT     | Community Center Aide<br>(Part-Time)   | 5            | \$22.26    | \$27.06    |
| 4 | SEIU PT     | Senior Program Leader<br>(Part-Time)   | 5            | \$20.19    | \$24.54    |
| 5 | SEIU PT     | Program Leader I (Part-<br>Time)       | 5            | \$16.61    | \$20.19    |

E. Change the title of the following classifications and make them Terminal (T):

| FROM |         |                                       |       |          |          |
|------|---------|---------------------------------------|-------|----------|----------|
|      | UNIT    | TITLE                                 | STEPS | MIN      | MAX      |
| 1    | SEIU FT | Senior Engineer                       | 7     | \$10,883 | \$14,585 |
| 2    | SEIU PT | Maintenance Attendant                 | 5     | \$16.54  | \$19.78  |
| TO   |         |                                       |       |          |          |
|      | UNIT    | TITLE                                 | STEPS | MIN      | MAX      |
| 1    | SEIU FT | Senior Engineer (T)                   | 7     | \$10,883 | \$14,585 |
| 2    | SEIU PT | Maintenance Attendant (Part-Time) (T) | 5     | \$16.54  | \$19.78  |

F. Change the compensation and title of the following classifications:

| FROM |         |                                       |       |         |          |
|------|---------|---------------------------------------|-------|---------|----------|
|      | UNIT    | TITLE                                 | STEPS | MIN     | MAX      |
| 1    | SEIU FT | Building Technician                   | 7     | \$5,029 | \$6,740  |
| 2    | SEIU FT | Combination Building Inspector        | 7     | \$6,514 | \$8,730  |
| 3    | SEIU FT | Senior Combination Building Inspector | 7     | \$7,180 | \$9,625  |
| TO   |         |                                       |       |         |          |
|      | UNIT    | TITLE                                 | STEPS | MIN     | MAX      |
| 1    | SEIU FT | Building Inspector                    | 7     | \$6,610 | \$8,857  |
| 2    | SEIU FT | Senior Building Inspector             | 7     | \$7,287 | \$9,765  |
| 3    | SEIU FT | Building Inspector Supervisor         | 7     | \$8,032 | \$10,775 |

G. Merge and change the compensation and/or title of the following classifications:

| FROM    |                               |       |         |         |
|---------|-------------------------------|-------|---------|---------|
| UNIT    | TITLE                         | STEPS | MIN     | MAX     |
| SEIU PT | Recreation Facility Attendant | 5     | \$18.09 | \$22.03 |
| SEIU PT | Senior Program Leader         | 5     | \$17.44 | \$21.20 |
| TO      |                               |       |         |         |
| UNIT    | TITLE                         | STEPS | MIN     | MAX     |
| SEIU PT | Program Leader II (Part-Time) | 5     | \$18.09 | \$22.03 |

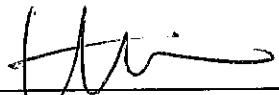
Section 3. Compensation rates listed herein are inclusive of applicable Memorandum of Understanding salary increase provisions.

Section 4. The Santa Ana City Council hereby approves the updated Salary Schedules for the Service Employees International Union Full-Time (SEIU FT) and Service Employees International Union Part-Time (SEIU PT) units, attached to this resolution as Exhibit A, reflecting classification and compensation amendments per this and previously approved City Council resolutions, and grouped by employee unit, as recommended by CalPERS, and in compliance with CalPERS California Code of Regulations section 570.5.

Section 5. That except as amended by this resolution, all other provisions of the City's classification and compensation plan shall remain in full force and effect.

Section 6. This resolution is effective August 25, 2024, which is the start date of the first full pay period after adoption of this resolution.

ADOPTED this 20<sup>th</sup> day of August 2024.

for   
 Valerie Amezcua  
 Mayor

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

| <b>JOB TITLE</b>                          | <b>JOB CODE</b> | <b>STEP AAA</b> | <b>STEP AA</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
|---|-----------------|-----------------|----------------|---------------|---------------|---------------|---------------|---------------|
| Accountant I                              | 01140           | 6,053           | 6,357          | 6,674         | 7,008         | 7,359         | 7,726         | 8,112         |
| Accountant II                             | 01150           | 6,974           | 7,323          | 7,688         | 8,072         | 8,476         | 8,900         | 9,345         |
| Accounting Assistant                      | 07010           | 4,718           | 4,955          | 5,205         | 5,465         | 5,737         | 6,023         | 6,326         |
| Accounting Assistant / Systems Technician | 07015           | 4,718           | 4,955          | 5,205         | 5,465         | 5,737         | 6,023         | 6,326         |
| Accounts Payable Supervisor               | 07009           | 8,032           | 8,436          | 8,857         | 9,301         | 9,765         | 10,262        | 10,775        |
| Accounts Payable Technician               | 01345           | 4,718           | 4,955          | 5,205         | 5,465         | 5,737         | 6,023         | 6,326         |
| Active Transportation Coordinator         | 01295           | 7,540           | 7,918          | 8,314         | 8,730         | 9,167         | 9,625         | 10,109        |
| Arts and Culture Specialist               | 02845           | 6,053           | 6,357          | 6,674         | 7,008         | 7,359         | 7,726         | 8,112         |
| Assistant Buyer                           | 00270           | 5,230           | 5,491          | 5,765         | 6,053         | 6,357         | 6,674         | 7,008         |
| Assistant Community Planner               | 07611           | 6,326           | 6,641          | 6,974         | 7,323         | 7,688         | 8,072         | 8,476         |
| Assistant Engineer                        | 01601           | 6,641           | 6,974          | 7,323         | 7,688         | 8,072         | 8,476         | 8,900         |
| Assistant Fleet Services Technician       | 00530           | 4,626           | 4,857          | 5,103         | 5,359         | 5,627         | 5,908         | 6,203         |
| Assistant Instrument Technician           | 04125           | 5,412           | 5,683          | 5,966         | 6,264         | 6,578         | 6,906         | 7,251         |
| Assistant Librarian                       | 05180           | 4,931           | 5,179          | 5,438         | 5,709         | 5,995         | 6,295         | 6,610         |
| Assistant Park and Landscape Planner      | 00280           | 6,357           | 6,674          | 7,008         | 7,359         | 7,726         | 8,112         | 8,518         |
| Assistant Plan Check Engineer             | 01410           | 9,033           | 9,485          | 9,960         | 10,458        | 10,981        | 11,530        | 12,106        |
| Assistant Planner I                       | 00040           | 6,326           | 6,641          | 6,974         | 7,323         | 7,688         | 8,072         | 8,476         |
| Assistant Planner II                      | 02440           | 6,974           | 7,323          | 7,688         | 8,072         | 8,476         | 8,900         | 9,345         |
| Assistant Traffic Operations Engineer     | 02155           | 9,078           | 9,533          | 10,009        | 10,509        | 11,034        | 11,588        | 12,166        |
| Associate Community Planner               | 02455           | 8,072           | 8,476          | 8,900         | 9,345         | 9,814         | 10,313        | 10,828        |
| Associate Engineer                        | 02100           | 9,033           | 9,485          | 9,960         | 10,458        | 10,981        | 11,530        | 12,106        |
| Associate Park and Landscape Planner      | 01040           | 8,112           | 8,518          | 8,945         | 9,393         | 9,862         | 10,365        | 10,883        |
| Associate Plan Check Engineer             | 02280           | 9,719           | 10,211         | 10,720        | 11,257        | 11,820        | 12,412        | 13,033        |
| Associate Planner                         | 02450           | 8,072           | 8,476          | 8,900         | 9,345         | 9,814         | 10,313        | 10,828        |
| Bibliographic Technician                  | 05150           | 4,696           | 4,931          | 5,179         | 5,438         | 5,709         | 5,995         | 6,295         |
| Building Inspector                        | 02230           | 6,610           | 6,940          | 7,287         | 7,650         | 8,032         | 8,436         | 8,857         |
| Building Inspector Supervisor             | 06431           | 8,032           | 8,436          | 8,857         | 9,301         | 9,765         | 10,262        | 10,775        |
| Building Maintenance Aide                 | 04315           | 4,237           | 4,450          | 4,672         | 4,906         | 5,154         | 5,412         | 5,683         |
| Building Maintenance Supervisor           | 04310           | 6,641           | 6,974          | 7,323         | 7,688         | 8,072         | 8,476         | 8,900         |
| Building Maintenance Technician           | 04140           | 5,154           | 5,412          | 5,683         | 5,966         | 6,264         | 6,578         | 6,906         |
| Business Tax Collector / Inspector        | 01240           | 5,307           | 5,572          | 5,850         | 6,143         | 6,450         | 6,773         | 7,110         |
| Buyer                                     | 01350           | 6,450           | 6,773          | 7,110         | 7,468         | 7,841         | 8,234         | 8,645         |
| Central Services Supervisor               | 07030           | 5,332           | 5,599          | 5,879         | 6,173         | 6,482         | 6,805         | 7,145         |
| Civil Engineer                            | 02132           | 9,719           | 10,211         | 10,720        | 11,257        | 11,820        | 12,412        | 13,033        |
| Code Enforcement Associate                | 02780           | 5,154           | 5,412          | 5,683         | 5,966         | 6,264         | 6,578         | 6,906         |
| Code Enforcement Officer                  | 02740           | 6,388           | 6,707          | 7,042         | 7,395         | 7,765         | 8,153         | 8,560         |

APPROVED AS TO FORM:  
Sonia R. Carvalho  
City Attorney

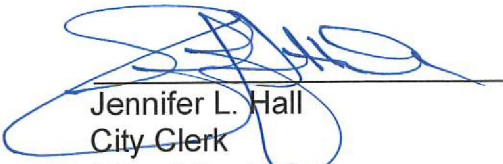
By: Laura A. Rossini  
Laura A. Rossini  
Chief Assistant City Attorney

|          |                |   |
|----------|----------------|---|
| AYES:    | Councilmembers | <u>Amezcuca, Bacerra, Hernandez, Lopez,<br/>Penaloza, Phan, Vazquez (7)</u> |
| NOES:    | Councilmembers | <u>None (0)</u>   |
| ABSTAIN: | Councilmembers | <u>None (0)</u>   |
| ABSENT:  | Councilmembers | <u>None (0)</u>   |

**CERTIFICATE OF ATTESTATION AND ORIGINALITY**

I, JENNIFER L. HALL, City Clerk, do hereby attest to and certify the attached Resolution No. 2024-048 to be the original resolution adopted by the City Council of the City of Santa Ana on August 20, 2024.

Date: 8/29/2024

  
Jennifer L. Hall  
City Clerk  
City of Santa Ana



**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

| <b>JOB TITLE</b>                           | <b>JOB CODE</b> | <b>STEP AAA</b> | <b>STEP AA</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
|--|-----------------|-----------------|----------------|---------------|---------------|---------------|---------------|---------------|
| Code Enforcement Supervisor                | 00070           | 7,180           | 7,540          | 7,918         | 8,314         | 8,730         | 9,167         | 9,625         |
| Community Development Analyst              | 07585           | 6,805           | 7,145          | 7,504         | 7,880         | 8,274         | 8,688         | 9,123         |
| Community Development Commission Secretary | 07321           | 4,648           | 4,881          | 5,128         | 5,385         | 5,655         | 5,937         | 6,234         |
| Community Liaison                          | 05000           | 7,008           | 7,359          | 7,726         | 8,112         | 8,518         | 8,945         | 9,393         |
| Community Planning Assistant               | 00055           | 5,737           | 6,023          | 6,326         | 6,641         | 6,974         | 7,323         | 7,688         |
| Construction Inspector                     | 02240           | 6,974           | 7,323          | 7,688         | 8,072         | 8,476         | 8,900         | 9,345         |
| Corporate Yard Maintenance Attendant       | 04070           | 3,900           | 4,096          | 4,301         | 4,517         | 4,742         | 4,980         | 5,230         |
| Correctional Records Specialist            | 07630           | 4,096           | 4,301          | 4,517         | 4,742         | 4,980         | 5,230         | 5,491         |
| Correctional Records Supervisor            | 07629           | 5,683           | 5,966          | 6,264         | 6,578         | 6,906         | 7,251         | 7,613         |
| Custodial Aide / Porter                    | 04005           | 3,238           | 3,400          | 3,570         | 3,748         | 3,936         | 4,133         | 4,340         |
| Custodian                                  | 04000           | 3,748           | 3,936          | 4,133         | 4,340         | 4,558         | 4,785         | 5,029         |
| Custodian Supervisor                       | 04090           | 4,931           | 5,179          | 5,438         | 5,709         | 5,995         | 6,295         | 6,610         |
| Customer Service Representative            | 01220           | 4,906           | 5,154          | 5,412         | 5,683         | 5,966         | 6,264         | 6,578         |
| Data Entry Office Assistant                | 04200           | 4,237           | 4,450          | 4,672         | 4,906         | 5,154         | 5,412         | 5,683         |
| Deputy City Clerk                          | 07050           | 5,205           | 5,465          | 5,737         | 6,023         | 6,326         | 6,641         | 6,974         |
| Economic Development Specialist I          | 00560           | 7,008           | 7,359          | 7,726         | 8,112         | 8,518         | 8,945         | 9,393         |
| Economic Development Specialist II         | 00550           | 8,072           | 8,476          | 8,900         | 9,345         | 9,814         | 10,313        | 10,828        |
| Economic Development Specialist III        | 00350           | 9,345           | 9,814          | 10,313        | 10,828        | 11,370        | 11,940        | 12,535        |
| Engineering Aide                           | 02030           | 5,054           | 5,307          | 5,572         | 5,850         | 6,143         | 6,450         | 6,773         |
| Engineering Technician                     | 02035           | 5,307           | 5,572          | 5,850         | 6,143         | 6,450         | 6,773         | 7,110         |
| Equipment Operator                         | 00440           | 5,205           | 5,465          | 5,737         | 6,023         | 6,326         | 6,641         | 6,974         |
| Equipment Operator - Water Services        | 04215           | 5,307           | 5,572          | 5,850         | 6,143         | 6,450         | 6,773         | 7,110         |
| Facilities Supervisor                      | 04370           | 6,641           | 6,974          | 7,323         | 7,688         | 8,072         | 8,476         | 8,900         |
| Fleet Parts Specialist                     | 00500           | 5,599           | 5,879          | 6,173         | 6,482         | 6,805         | 7,145         | 7,504         |
| Fleet Services Supervisor                  | 04770           | 7,110           | 7,468          | 7,841         | 8,234         | 8,645         | 9,078         | 9,533         |
| Fleet Services Technician I                | 04720           | 5,332           | 5,599          | 5,879         | 6,173         | 6,482         | 6,805         | 7,145         |
| Fleet Services Technician II               | 04730           | 5,879           | 6,173          | 6,482         | 6,805         | 7,145         | 7,504         | 7,880         |
| Fleet Services Technician III              | 00450           | 6,326           | 6,641          | 6,974         | 7,323         | 7,688         | 8,072         | 8,476         |
| General Maintenance Assistant              | 00740           | 3,767           | 3,955          | 4,153         | 4,361         | 4,580         | 4,809         | 5,054         |
| General Maintenance Leader                 | 04190           | 5,709           | 5,995          | 6,295         | 6,610         | 6,940         | 7,287         | 7,650         |
| General Maintenance Supervisor             | 01010           | 6,641           | 6,974          | 7,323         | 7,688         | 8,072         | 8,476         | 8,900         |
| General Maintenance Worker                 | 04180           | 5,154           | 5,412          | 5,683         | 5,966         | 6,264         | 6,578         | 6,906         |
| GIS Administrator                          | 02190           | 7,880           | 8,274          | 8,688         | 9,123         | 9,579         | 10,059        | 10,562        |
| GIS Systems Analyst / Programmer           | 02192           | 7,215           | 7,576          | 7,956         | 8,354         | 8,773         | 9,211         | 9,673         |
| GIS Technician                             | 02193           | 5,599           | 5,879          | 6,173         | 6,482         | 6,805         | 7,145         | 7,504         |

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

| <b>JOB TITLE</b>                               | <b>JOB CODE</b> | <b>STEP AAA</b> | <b>STEP AA</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
|--|-----------------|-----------------|----------------|---------------|---------------|---------------|---------------|---------------|
| Graphics Designer I                            | 01500           | 5,230           | 5,491          | 5,765         | 6,053         | 6,357         | 6,674         | 7,008         |
| Graphics Designer II                           | 02400           | 5,765           | 6,053          | 6,357         | 6,674         | 7,008         | 7,359         | 7,726         |
| Housing Authority Analyst                      | 01885           | 6,906           | 7,251          | 7,613         | 7,994         | 8,395         | 8,815         | 9,257         |
| Housing Authority Coordinator                  | 07640           | 9,393           | 9,862          | 10,365        | 10,883        | 11,427        | 11,998        | 12,598        |
| Housing Authority Operations Supervisor        | 02720           | 7,650           | 8,032          | 8,436         | 8,857         | 9,301         | 9,765         | 10,262        |
| Housing Programs Aide                          | 07580           | 4,494           | 4,718          | 4,955         | 5,205         | 5,465         | 5,737         | 6,023         |
| Housing Programs Analyst                       | 01840           | 7,650           | 8,032          | 8,436         | 8,857         | 9,301         | 9,765         | 10,262        |
| Housing Programs Coordinator                   | 00520           | 9,393           | 9,862          | 10,365        | 10,883        | 11,427        | 11,998        | 12,598        |
| Housing Specialist I                           | 01890           | 4,785           | 5,029          | 5,281         | 5,544         | 5,823         | 6,113         | 6,419         |
| Housing Specialist II                          | 01900           | 5,307           | 5,572          | 5,850         | 6,143         | 6,450         | 6,773         | 7,110         |
| Information Services Representative            | 02670           | 5,054           | 5,307          | 5,572         | 5,850         | 6,143         | 6,450         | 6,773         |
| Information Technology Support Supervisor      | 06470           | 8,274           | 8,688          | 9,123         | 9,579         | 10,059        | 10,562        | 11,090        |
| Information Technology Support Technician I    | 00021           | 5,079           | 5,332          | 5,599         | 5,879         | 6,173         | 6,482         | 6,805         |
| Information Technology Support Technician II   | 00020           | 5,599           | 5,879          | 6,173         | 6,482         | 6,805         | 7,145         | 7,504         |
| Instrument Technician                          | 04130           | 5,908           | 6,203          | 6,514         | 6,838         | 7,180         | 7,540         | 7,918         |
| Lead Accounting Assistant                      | 07090           | 5,572           | 5,850          | 6,143         | 6,450         | 6,773         | 7,110         | 7,468         |
| Lead Correctional Records Specialist           | 07628           | 5,029           | 5,281          | 5,544         | 5,823         | 6,113         | 6,419         | 6,740         |
| Lead Police Records Specialist                 | 07110           | 5,029           | 5,281          | 5,544         | 5,823         | 6,113         | 6,419         | 6,740         |
| Librarian                                      | 05110           | 5,995           | 6,295          | 6,610         | 6,940         | 7,287         | 7,650         | 8,032         |
| Library Services Assistant                     | 05050           | 3,714           | 3,900          | 4,096         | 4,301         | 4,517         | 4,742         | 4,980         |
| Library Technician                             | 05076           | 4,471           | 4,696          | 4,931         | 5,179         | 5,438         | 5,709         | 5,995         |
| Loan Specialist                                | 07000           | 6,053           | 6,357          | 6,674         | 7,008         | 7,359         | 7,726         | 8,112         |
| Mail Clerk / Messenger                         | 07170           | 3,387           | 3,557          | 3,734         | 3,920         | 4,116         | 4,322         | 4,538         |
| Maintenance Worker I                           | 04050           | 4,153           | 4,361          | 4,580         | 4,809         | 5,054         | 5,307         | 5,572         |
| Maintenance Worker II                          | 04060           | 4,696           | 4,931          | 5,179         | 5,438         | 5,709         | 5,995         | 6,295         |
| Meter Reader Collector                         | 01210           | 4,696           | 4,931          | 5,179         | 5,438         | 5,709         | 5,995         | 6,295         |
| Network Engineer                               | 06450           | 9,123           | 9,579          | 10,059        | 10,562        | 11,090        | 11,644        | 12,227        |
| Network Specialist / WAN Systems Administrator | 06460           | 7,504           | 7,880          | 8,274         | 8,688         | 9,123         | 9,579         | 10,059        |
| NPDES Manager                                  | 06440           | 8,518           | 8,945          | 9,393         | 9,862         | 10,365        | 10,883        | 11,427        |
| Office Assistant                               | 07180           | 3,748           | 3,936          | 4,133         | 4,340         | 4,558         | 4,785         | 5,029         |
| Office Specialist                              | 07190           | 3,320           | 3,486          | 3,659         | 3,843         | 4,035         | 4,237         | 4,450         |
| Park Ranger                                    | 03610           | 5,709           | 5,995          | 6,295         | 6,610         | 6,940         | 7,287         | 7,650         |
| Park Services Inspection Supervisor            | 04320           | 6,674           | 7,008          | 7,359         | 7,726         | 8,112         | 8,518         | 8,945         |
| Park Services Inspector I                      | 04105           | 4,258           | 4,471          | 4,696         | 4,931         | 5,179         | 5,438         | 5,709         |

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

| <b>JOB TITLE</b>                             | <b>JOB CODE</b> | <b>STEP AAA</b> | <b>STEP AA</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
|--|-----------------|-----------------|----------------|---------------|---------------|---------------|---------------|---------------|
| Park Services Inspector II                   | 04106           | 5,281           | 5,544          | 5,823         | 6,113         | 6,419         | 6,740         | 7,076         |
| Parking Meter Operations Supervisor          | 02890           | 5,655           | 5,937          | 6,234         | 6,546         | 6,872         | 7,215         | 7,576         |
| Parking Meter Technician I                   | 07160           | 4,322           | 4,538          | 4,767         | 5,006         | 5,256         | 5,518         | 5,794         |
| Parking Meter Technician II                  | 00080           | 5,006           | 5,256          | 5,518         | 5,794         | 6,083         | 6,388         | 6,707         |
| Permit Services Processor                    | 07200           | 4,672           | 4,906          | 5,154         | 5,412         | 5,683         | 5,966         | 6,264         |
| Permit Services Supervisor                   | 02590           | 7,180           | 7,540          | 7,918         | 8,314         | 8,730         | 9,167         | 9,625         |
| Permit Services Technician                   | 02580           | 6,023           | 6,326          | 6,641         | 6,974         | 7,323         | 7,688         | 8,072         |
| Planning Assistant                           | 00050           | 5,737           | 6,023          | 6,326         | 6,641         | 6,974         | 7,323         | 7,688         |
| Planning Commission Secretary                | 07320           | 5,230           | 5,491          | 5,765         | 6,053         | 6,357         | 6,674         | 7,008         |
| Planning Technician                          | 00641           | 4,955           | 5,205          | 5,465         | 5,737         | 6,023         | 6,326         | 6,641         |
| Plans Examiner                               | 02271           | 8,153           | 8,560          | 8,989         | 9,439         | 9,911         | 10,417        | 10,937        |
| Police Fiscal Services Supervisor            | 06295           | 6,546           | 6,872          | 7,215         | 7,576         | 7,956         | 8,354         | 8,773         |
| Police Records Specialist                    | 07220           | 4,096           | 4,301          | 4,517         | 4,742         | 4,980         | 5,230         | 5,491         |
| Police Records Supervisor                    | 07230           | 5,683           | 5,966          | 6,264         | 6,578         | 6,906         | 7,251         | 7,613         |
| Police Systems Support Analyst               | 06475           | 8,518           | 8,945          | 9,393         | 9,862         | 10,365        | 10,883        | 11,427        |
| Principal Librarian                          | 05115           | 6,707           | 7,042          | 7,395         | 7,765         | 8,153         | 8,560         | 8,989         |
| Principal Programmer Analyst                 | 02630           | 9,123           | 9,579          | 10,059        | 10,562        | 11,090        | 11,644        | 12,227        |
| Programmer Analyst                           | 01460           | 7,504           | 7,880          | 8,274         | 8,688         | 9,123         | 9,579         | 10,059        |
| Property Control Specialist                  | 07250           | 4,696           | 4,931          | 5,179         | 5,438         | 5,709         | 5,995         | 6,295         |
| Public Works Contracts Administrator         | 01850           | 6,514           | 6,838          | 7,180         | 7,540         | 7,918         | 8,314         | 8,730         |
| Public Works Crew Leader                     | 04040           | 5,709           | 5,995          | 6,295         | 6,610         | 6,940         | 7,287         | 7,650         |
| Public Works Dispatcher                      | 04519           | 4,384           | 4,603          | 4,834         | 5,079         | 5,332         | 5,599         | 5,879         |
| Public Works Projects Manager                | 06140           | 8,476           | 8,900          | 9,345         | 9,814         | 10,313        | 10,828        | 11,370        |
| Public Works Projects Specialist             | 04340           | 7,042           | 7,395          | 7,765         | 8,153         | 8,560         | 8,989         | 9,439         |
| Public Works Safety Assistant                | 05031           | 4,450           | 4,672          | 4,906         | 5,154         | 5,412         | 5,683         | 5,966         |
| Public Works Safety Coordinator              | 05030           | 6,906           | 7,251          | 7,613         | 7,994         | 8,395         | 8,815         | 9,257         |
| Purchasing Supervisor                        | 01340           | 8,032           | 8,436          | 8,857         | 9,301         | 9,765         | 10,262        | 10,775        |
| Receptionist                                 | 00060           | 4,015           | 4,216          | 4,427         | 4,648         | 4,881         | 5,128         | 5,385         |
| Records Specialist                           | 07430           | 4,580           | 4,809          | 5,054         | 5,307         | 5,572         | 5,850         | 6,143         |
| Recreation and Community Services Supervisor | 01940           | 7,688           | 8,072          | 8,476         | 8,900         | 9,345         | 9,814         | 10,313        |
| Recreation Program Coordinator               | 05330           | 5,179           | 5,438          | 5,709         | 5,995         | 6,295         | 6,610         | 6,940         |
| Recreation Specialist                        | 05310           | 3,503           | 3,678          | 3,861         | 4,055         | 4,258         | 4,471         | 4,696         |
| Reprographic Equipment Operator              | 07260           | 3,900           | 4,096          | 4,301         | 4,517         | 4,742         | 4,980         | 5,230         |
| Residential Construction Specialist          | 02710           | 6,326           | 6,641          | 6,974         | 7,323         | 7,688         | 8,072         | 8,476         |
| Revenue Supervisor                           | 01090           | 6,203           | 6,514          | 6,838         | 7,180         | 7,540         | 7,918         | 8,314         |

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

| <b>JOB TITLE</b>                                 | <b>JOB CODE</b> | <b>STEP AAA</b> | <b>STEP AA</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
|--|-----------------|-----------------|----------------|---------------|---------------|---------------|---------------|---------------|
| Right-of-Way Coordinator                         | 00118           | 4,471           | 4,696          | 4,931         | 5,179         | 5,438         | 5,709         | 5,995         |
| Sanitation Inspector I                           | 02200           | 4,955           | 5,205          | 5,465         | 5,737         | 6,023         | 6,326         | 6,641         |
| Sanitation Inspector II                          | 02210           | 6,053           | 6,357          | 6,674         | 7,008         | 7,359         | 7,726         | 8,112         |
| Secretary  | 07270           | 4,672           | 4,906          | 5,154         | 5,412         | 5,683         | 5,966         | 6,264         |
| Security Electronics Technician                  | 01055           | 6,773           | 7,110          | 7,468         | 7,841         | 8,234         | 8,645         | 9,078         |
| Senior Accountant                                | 07490           | 7,613           | 7,994          | 8,395         | 8,815         | 9,257         | 9,719         | 10,211        |
| Senior Accounting Assistant                      | 07280           | 5,079           | 5,332          | 5,599         | 5,879         | 6,173         | 6,482         | 6,805         |
| Senior Accounting Assistant / Systems Technician | 07016           | 5,079           | 5,332          | 5,599         | 5,879         | 6,173         | 6,482         | 6,805         |
| Senior Building Inspector                        | 06430           | 7,287           | 7,650          | 8,032         | 8,436         | 8,857         | 9,301         | 9,765         |
| Senior Buyer                                     | 00275           | 7,042           | 7,395          | 7,765         | 8,153         | 8,560         | 8,989         | 9,439         |
| Senior Civil Engineer                            | 02131           | 10,883          | 11,427         | 11,998        | 12,598        | 13,228        | 13,891        | 14,585        |
| Senior Community Development Analyst             | 07584           | 7,841           | 8,234          | 8,645         | 9,078         | 9,533         | 10,009        | 10,509        |
| Senior Community Planner                         | 07610           | 8,900           | 9,345          | 9,814         | 10,313        | 10,828        | 11,370        | 11,940        |
| Senior Construction Inspector                    | 02239           | 7,688           | 8,072          | 8,476         | 8,900         | 9,345         | 9,814         | 10,313        |
| Senior Correctional Records Specialist           | 07650           | 4,672           | 4,906          | 5,154         | 5,412         | 5,683         | 5,966         | 6,264         |
| Senior Deputy City Clerk                         | 07290           | 6,113           | 6,419          | 6,740         | 7,076         | 7,431         | 7,803         | 8,194         |
| Senior Engineer (T)                              | 02111           | 10,883          | 11,427         | 11,998        | 12,598        | 13,228        | 13,891        | 14,585        |
| Senior Fleet Services Supervisor                 | 00840           | 7,841           | 8,234          | 8,645         | 9,078         | 9,533         | 10,009        | 10,509        |
| Senior Housing Specialist                        | 01860           | 6,546           | 6,872          | 7,215         | 7,576         | 7,956         | 8,354         | 8,773         |
| Senior Librarian                                 | 05109           | 6,173           | 6,482          | 6,805         | 7,145         | 7,504         | 7,880         | 8,274         |
| Senior Library Technician                        | 05075           | 4,931           | 5,179          | 5,438         | 5,709         | 5,995         | 6,295         | 6,610         |
| Senior Office Assistant                          | 07330           | 4,237           | 4,450          | 4,672         | 4,906         | 5,154         | 5,412         | 5,683         |
| Senior Office Specialist                         | 07360           | 3,748           | 3,936          | 4,133         | 4,340         | 4,558         | 4,785         | 5,029         |
| Senior Park Services Inspection Supervisor       | 06330           | 7,841           | 8,234          | 8,645         | 9,078         | 9,533         | 10,009        | 10,509        |
| Senior Permit Services Technician                | 02581           | 6,450           | 6,773          | 7,110         | 7,468         | 7,841         | 8,234         | 8,645         |
| Senior Plan Check Engineer                       | 00330           | 10,883          | 11,427         | 11,998        | 12,598        | 13,228        | 13,891        | 14,585        |
| Senior Planner                                   | 02470           | 9,167           | 9,625          | 10,109        | 10,614        | 11,146        | 11,703        | 12,288        |
| Senior Police Records Specialist                 | 07370           | 4,672           | 4,906          | 5,154         | 5,412         | 5,683         | 5,966         | 6,264         |
| Senior Programmer Analyst                        | 01470           | 8,274           | 8,688          | 9,123         | 9,579         | 10,059        | 10,562        | 11,090        |
| Senior Residential Construction Specialist       | 02700           | 6,974           | 7,323          | 7,688         | 8,072         | 8,476         | 8,900         | 9,345         |
| Senior Systems Administrator                     | 00990           | 7,251           | 7,613          | 7,994         | 8,395         | 8,815         | 9,257         | 9,719         |
| Senior Transportation Analyst                    | 01290           | 10,883          | 11,427         | 11,998        | 12,598        | 13,228        | 13,891        | 14,585        |
| Senior Water Services Supervisor                 | 07776           | 7,880           | 8,274          | 8,688         | 9,123         | 9,579         | 10,059        | 10,562        |
| Senior Water Systems Operator                    | 06240           | 6,514           | 6,838          | 7,180         | 7,540         | 7,918         | 8,314         | 8,730         |
| Site Director                                    | 05316           | 5,438           | 5,709          | 5,995         | 6,295         | 6,610         | 6,940         | 7,287         |

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

| <b>JOB TITLE</b>                                   | <b>JOB CODE</b> | <b>STEP AAA</b> | <b>STEP AA</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
|--|-----------------|-----------------|----------------|---------------|---------------|---------------|---------------|---------------|
| Site Teacher                                       | 05317           | 4,696           | 4,931          | 5,179         | 5,438         | 5,709         | 5,995         | 6,295         |
| Solid Waste Enforcement Officer                    | 02741           | 6,388           | 6,707          | 7,042         | 7,395         | 7,765         | 8,153         | 8,560         |
| Stock Clerk  | 01310           | 4,580           | 4,809          | 5,054         | 5,307         | 5,572         | 5,850         | 6,143         |
| Storekeeper  | 01320           | 5,438           | 5,709          | 5,995         | 6,295         | 6,610         | 6,940         | 7,287         |
| Stores and City Yard Property Specialist           | 01315           | 5,438           | 5,709          | 5,995         | 6,295         | 6,610         | 6,940         | 7,287         |
| Stormwater Coordinator                             | 00115           | 7,359           | 7,726          | 8,112         | 8,518         | 8,945         | 9,393         | 9,862         |
| Street Lighting Maintenance Worker                 | 04280           | 5,599           | 5,879          | 6,173         | 6,482         | 6,805         | 7,145         | 7,504         |
| Street Maintenance Supervisor                      | 04360           | 6,674           | 7,008          | 7,359         | 7,726         | 8,112         | 8,518         | 8,945         |
| Street Painter                                     | 04160           | 5,029           | 5,281          | 5,544         | 5,823         | 6,113         | 6,419         | 6,740         |
| Supervising Accountant                             | 07500           | 8,476           | 8,900          | 9,345         | 9,814         | 10,313        | 10,828        | 11,370        |
| Supervising Library Services Assistant             | 05055           | 4,340           | 4,558          | 4,785         | 5,029         | 5,281         | 5,544         | 5,823         |
| Supervising Park Ranger                            | 07470           | 6,450           | 6,773          | 7,110         | 7,468         | 7,841         | 8,234         | 8,645         |
| Systems Administrator                              | 00120           | 6,203           | 6,514          | 6,838         | 7,180         | 7,540         | 7,918         | 8,314         |
| Systems Technician                                 | 01060           | 4,626           | 4,857          | 5,103         | 5,359         | 5,627         | 5,908         | 6,203         |
| Tax Compliance Officer                             | 01245           | 5,683           | 5,966          | 6,264         | 6,578         | 6,906         | 7,251         | 7,613         |
| Teacher's Aide                                     | 05318           | 3,678           | 3,861          | 4,055         | 4,258         | 4,471         | 4,696         | 4,931         |
| Telecommunications Coordinator                     | 00710           | 7,576           | 7,956          | 8,354         | 8,773         | 9,211         | 9,673         | 10,160        |
| Telecommunications Customer Service Representative | 07140           | 4,931           | 5,179          | 5,438         | 5,709         | 5,995         | 6,295         | 6,610         |
| Transportation Driver                              | 01081           | 4,301           | 4,517          | 4,742         | 4,980         | 5,230         | 5,491         | 5,765         |
| Treasury Services Specialist                       | 01165           | 5,465           | 5,737          | 6,023         | 6,326         | 6,641         | 6,974         | 7,323         |
| Treasury Services Supervisor                       | 07020           | 6,143           | 6,450          | 6,773         | 7,110         | 7,468         | 7,841         | 8,234         |
| Tree Maintenance Supervisor                        | 04330           | 6,674           | 7,008          | 7,359         | 7,726         | 8,112         | 8,518         | 8,945         |
| Tree Trimmer                                       | 04170           | 5,029           | 5,281          | 5,544         | 5,823         | 6,113         | 6,419         | 6,740         |
| Utilities Billing / Systems Technician             | 01215           | 4,906           | 5,154          | 5,412         | 5,683         | 5,966         | 6,264         | 6,578         |
| Utilities Customer Service Supervisor              | 01219           | 6,203           | 6,514          | 6,838         | 7,180         | 7,540         | 7,918         | 8,314         |
| Video Technician                                   | 06320           | 6,234           | 6,546          | 6,872         | 7,215         | 7,576         | 7,956         | 8,354         |
| Water Conservation Specialist                      | 07740           | 6,173           | 6,482          | 6,805         | 7,145         | 7,504         | 7,880         | 8,274         |
| Water Services Crew Leader                         | 07750           | 5,879           | 6,173          | 6,482         | 6,805         | 7,145         | 7,504         | 7,880         |
| Water Services Meter Repairer I                    | 07755           | 4,809           | 5,054          | 5,307         | 5,572         | 5,850         | 6,143         | 6,450         |
| Water Services Meter Repairer II                   | 07756           | 5,281           | 5,544          | 5,823         | 6,113         | 6,419         | 6,740         | 7,076         |
| Water Services Production Supervisor               | 07795           | 6,805           | 7,145          | 7,504         | 7,880         | 8,274         | 8,688         | 9,123         |
| Water Services Quality Coordinator                 | 07760           | 7,540           | 7,918          | 8,314         | 8,730         | 9,167         | 9,625         | 10,109        |
| Water Services Quality Inspector                   | 07765           | 6,173           | 6,482          | 6,805         | 7,145         | 7,504         | 7,880         | 8,274         |
| Water Services Quality Supervisor                  | 07770           | 6,940           | 7,287          | 7,650         | 8,032         | 8,436         | 8,857         | 9,301         |
| Water Services Supervisor                          | 07775           | 6,940           | 7,287          | 7,650         | 8,032         | 8,436         | 8,857         | 9,301         |

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION FULL-TIME (SEIU FT)  
MONTHLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

| <b>JOB TITLE</b>                 | <b>JOB CODE</b> | <b>STEP AAA</b> | <b>STEP AA</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
|----------------------------------|-----------------|-----------------|----------------|---------------|---------------|---------------|---------------|---------------|
| Water Services Utility Inspector | 07780           | 6,173           | 6,482          | 6,805         | 7,145         | 7,504         | 7,880         | 8,274         |
| Water Services Worker I          | 07785           | 4,258           | 4,471          | 4,696         | 4,931         | 5,179         | 5,438         | 5,709         |
| Water Services Worker II         | 07790           | 4,809           | 5,054          | 5,307         | 5,572         | 5,850         | 6,143         | 6,450         |
| Water Systems Electrician        | 04540           | 6,514           | 6,838          | 7,180         | 7,540         | 7,918         | 8,314         | 8,730         |
| Water Systems Operator I         | 00880           | 4,881           | 5,128          | 5,385         | 5,655         | 5,937         | 6,234         | 6,546         |
| Water Systems Operator II        | 00920           | 5,385           | 5,655          | 5,937         | 6,234         | 6,546         | 6,872         | 7,215         |
| Water Systems Operator III       | 04530           | 5,765           | 6,053          | 6,357         | 6,674         | 7,008         | 7,359         | 7,726         |
| Web Systems Technician           | 01006           | 4,626           | 4,857          | 5,103         | 5,359         | 5,627         | 5,908         | 6,203         |
| Website Entry Specialist         | 01005           | 4,055           | 4,258          | 4,471         | 4,696         | 4,931         | 5,179         | 5,438         |
| Work Center Coordinator          | 02390           | 9,345           | 9,814          | 10,313        | 10,828        | 11,370        | 11,940        | 12,535        |
| Workforce Specialist I           | 08371           | 4,626           | 4,857          | 5,103         | 5,359         | 5,627         | 5,908         | 6,203         |
| Workforce Specialist II          | 08372           | 5,205           | 5,465          | 5,737         | 6,023         | 6,326         | 6,641         | 6,974         |
| Workforce Specialist III         | 08373           | 5,737           | 6,023          | 6,326         | 6,641         | 6,974         | 7,323         | 7,688         |
| Workforce Specialist IV          | 08374           | 7,504           | 7,880          | 8,274         | 8,688         | 9,123         | 9,579         | 10,059        |
| Youth Services Technician        | 05313           | 4,471           | 4,696          | 4,931         | 5,179         | 5,438         | 5,709         | 5,995         |
| Zoo Curator                      | 05430           | 6,053           | 6,357          | 6,674         | 7,008         | 7,359         | 7,726         | 8,112         |
| Zoo Curator of Education         | 05450           | 6,173           | 6,482          | 6,805         | 7,145         | 7,504         | 7,880         | 8,274         |
| Zoo Curator of Health            | 05451           | 5,966           | 6,264          | 6,578         | 6,906         | 7,251         | 7,613         | 7,994         |
| Zoo Education Specialist         | 00930           | 4,857           | 5,103          | 5,359         | 5,627         | 5,908         | 6,203         | 6,514         |
| Zoo Keeper I                     | 05420           | 4,096           | 4,301          | 4,517         | 4,742         | 4,980         | 5,230         | 5,491         |
| Zoo Keeper II                    | 05410           | 4,742           | 4,980          | 5,230         | 5,491         | 5,765         | 6,053         | 6,357         |
| Zoo Operations Coordinator       | 05485           | 5,332           | 5,599          | 5,879         | 6,173         | 6,482         | 6,805         | 7,145         |

*The (T) designates a terminal classification. A position classification that has been designated as terminal by formal City Council action will be deleted from the City's Classification and Compensation Plan when vacated by its last remaining incumbent. No new appointments may be made to a classification that has been so assigned.*

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION PART-TIME (SEIU PT)  
 HOURLY WAGE RATE SCHEDULE  
 EFFECTIVE AUGUST 25, 2024  
 REVISED AUGUST 20, 2024**

| <b>JOB TITLE</b>                          | <b>JOB CODE</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
|---|-----------------|---------------|---------------|---------------|---------------|---------------|
| Account Clerk I                           | 09041           | 21.50         | 22.54         | 23.67         | 24.86         | 26.09         |
| Account Clerk II                          | 09042           | 23.78         | 24.96         | 26.24         | 27.52         | 28.90         |
| Administrative Aide                       | 09770           | 27.26         | 28.62         | 30.04         | 31.55         | 33.13         |
| Animal Keeper                             | 09000           | 17.13         | 17.99         | 18.89         | 19.83         | 20.82         |
| Building Maintenance Assistant            | 09215           | 23.43         | 24.59         | 25.82         | 27.14         | 28.46         |
| Cashier                                   | 09040           | 16.65         | 17.48         | 18.35         | 19.27         | 20.23         |
| Clerical Aide                             | 09060           | 16.98         | 17.84         | 18.69         | 19.62         | 20.60         |
| Combination Inspector                     | 09800           | 33.30         | 34.93         | 36.72         | 38.54         | 40.49         |
| Community Center Aide (Part-Time)         | 09100           | 22.26         | 23.37         | 24.54         | 25.77         | 27.06         |
| Computer Technician                       | 09690           | 21.66         | 22.74         | 23.89         | 25.10         | 26.37         |
| Customer Service Clerk                    | 09780           | 22.32         | 23.43         | 24.60         | 25.83         | 27.14         |
| Data Entry Clerk                          | 09120           | 18.51         | 19.45         | 20.45         | 21.45         | 22.53         |
| Engineering Apprentice                    | 09471           | 22.90         | 24.05         | 25.25         | 26.51         | 27.84         |
| Equipment Service Attendant               | 09140           | 20.84         | 21.85         | 22.98         | 24.09         | 25.33         |
| General Maintenance Assistant (Part-Time) | 09300           | 18.09         | 19.01         | 19.97         | 20.97         | 22.03         |
| Information Desk Clerk                    | 09755           | 18.69         | 19.62         | 20.60         | 21.63         | 22.71         |
| Janitor                                   | 09170           | 17.07         | 17.92         | 18.82         | 19.76         | 20.77         |
| Library Associate                         | 09271           | 20.91         | 21.96         | 23.05         | 24.21         | 25.43         |
| Library Clerk I                           | 09200           | 17.42         | 18.27         | 19.19         | 20.18         | 21.16         |
| Library Clerk II                          | 09210           | 19.30         | 20.25         | 21.24         | 22.32         | 23.43         |
| Lifeguard (Part-Time)                     | 05311           | 18.99         | 19.96         | 20.97         | 22.02         | 23.13         |
| Maintenance Attendant (Part-Time) (T)     | 09230           | 16.54         | 17.37         | 17.94         | 18.84         | 19.78         |
| Mobile Library Clerk                      | 09280           | 21.22         | 22.32         | 23.40         | 24.59         | 25.82         |
| Municipal Utility Reader / Collector      | 09775           | 21.36         | 22.43         | 23.53         | 24.72         | 25.96         |
| Page                                      | 09290           | 16.54         | 17.37         | 17.94         | 18.84         | 19.78         |
| Park Ranger (Part-Time)                   | 03615           | 30.03         | 31.54         | 33.11         | 34.79         | 36.54         |
| Parking Meter Technician I (Part-Time)    | 07161           | 27.50         | 28.88         | 30.32         | 31.84         | 33.43         |
| Permit Parking Aide                       | 09505           | 23.05         | 24.20         | 25.43         | 26.68         | 28.01         |
| Permit Services Technician (Part-Time)    | 02579           | 38.31         | 40.24         | 42.25         | 44.35         | 46.57         |
| Planning Technician (Part-Time)           | 09135           | 27.38         | 28.74         | 30.19         | 31.70         | 33.30         |
| Police Records Clerk                      | 09330           | 20.24         | 21.22         | 22.32         | 23.40         | 24.59         |
| Police Supply Clerk                       | 09340           | 20.30         | 21.32         | 22.39         | 23.51         | 24.69         |
| Pool Manager (Part-Time)                  | 05315           | 23.37         | 24.54         | 25.77         | 27.06         | 28.41         |
| Program Leader I (Part-Time)              | 09360           | 16.61         | 17.44         | 18.31         | 19.23         | 20.19         |
| Program Leader II (Part-Time)             | 09395           | 18.09         | 19.01         | 19.97         | 20.97         | 22.03         |
| Purchasing Clerk                          | 09720           | 21.41         | 22.48         | 23.63         | 24.79         | 26.02         |

**EXHIBIT A**

**SERVICE EMPLOYEES INTERNATIONAL UNION PART-TIME (SEIU PT)  
HOURLY WAGE RATE SCHEDULE  
EFFECTIVE AUGUST 25, 2024  
REVISED AUGUST 20, 2024**

| <b>JOB TITLE</b>                    | <b>JOB CODE</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
|-------------------------------------|-----------------|---------------|---------------|---------------|---------------|---------------|
| Right-of-Way Technician             | 09900           | 17.22         | 18.09         | 19.03         | 19.96         | 20.93         |
| Senior Clerical Aide                | 09070           | 18.69         | 19.62         | 20.60         | 21.63         | 22.71         |
| Senior Library Associate            | 09270           | 22.20         | 23.30         | 24.44         | 25.69         | 26.96         |
| Senior Lifeguard (Part-Time)        | 05314           | 21.20         | 22.26         | 23.37         | 24.54         | 25.77         |
| Senior Maintenance Aide             | 09250           | 16.67         | 17.49         | 18.36         | 19.30         | 20.27         |
| Senior Maintenance Worker           | 09260           | 20.27         | 21.28         | 22.34         | 23.46         | 24.63         |
| Senior Office Assistant (Part-Time) | 09090           | 22.27         | 23.38         | 24.55         | 25.78         | 27.07         |
| Senior Program Leader (Part-Time)   | 08160           | 20.19         | 21.20         | 22.26         | 23.37         | 24.54         |
| Senior Special Employment Counselor | 08370           | 22.39         | 23.51         | 24.69         | 25.92         | 27.22         |
| Stores Aide                         | 09460           | 19.88         | 20.88         | 21.89         | 23.01         | 24.13         |
| Substitute Teacher (Part-Time)      | 05319           | 29.88         | 31.37         | 32.94         | 34.59         | 36.32         |
| Tutor                               | 08420           | 17.22         | 18.08         | 18.98         | 19.93         | 20.93         |
| Water Conservation Representative   | 09960           | 17.59         | 18.46         | 19.37         | 20.34         | 21.40         |

*The (T) designates a terminal classification. A position classification that has been designated as terminal by formal City Council action will be deleted from the City's Classification and Compensation Plan when vacated by its last remaining incumbent. No new appointments may be made to a classification that has been so assigned.*